



8 October 2012

AN ANALYSIS OF THE ANNUAL REPORT OF THE DEPARTMENT OF WOMEN, CHILDREN AND PEOPLE WITH DISABILITIES 2011/2012

1. INTRODUCTION

This paper provides an analysis of the annual report of the Department of Women, Children and People with Disabilities. Previously, the Department did not have a strategic plan or annual performance plan 2011/2012 that was tabled and adopted by Parliament. This analysis has been conducted using the National Treasury's Estimates of National Expenditure (ENE) for 2011/2012, the Department's Annual Performance Plan and its Strategic Plan. This paper highlights key concerns as it relates to the Department's budget and its programmatic targets.

2. MISSION AND MANDATE OF DEPARTMENT OF WOMEN, CHILDREN AND PEOPLE WITH DISABILITIES

The Department for Women, Children and Persons with Disabilities (DWCPD) was established to emphasise the need for equity and access to development opportunities for vulnerable groups in South African society. This Department was created in May 2009 to replace the former national multi-agency structures in the Presidency which lacked sufficient financial and human resources and the necessary authority to co-ordinate and oversee their mandates. The purpose of the DWCPD is to drive the Government's equity, equality and empowerment agenda with regard to marginalised groups and historically disadvantaged communities in each of the three sectors.

Its mission is to create an enabling environment that translates constitutional obligations, policies and legislative frameworks into the realisation of gender, disability and children's rights. The DWCPD also aims to assist public-funded institutions, organs of civil society, state-owned enterprises and the private sector to achieve national and global goals for gender equality and the rights of children and persons with disabilities.¹ Its legislative mandate includes international treaties such as the Convention on the Rights of the Child, Convention on the Rights of People with Disabilities and Convention on the Elimination of all Forms of Discrimination against Women. According to its 2010/2011 annual report, the Department is governed by all the laws that inform equality, empowerment, human rights and human dignity processes. These include the following:

- The Constitution of the Republic of South Africa, 1996
- Promotion of Equality and Prevention of Unfair Discrimination Act No. 4 of 2000

¹ Department of Women, Children and People with Disabilities Annual Report 2010/2011



- Commission on Gender Equality Act No. 39 of 1996
- Divorce Amendment Act No. 116 of 1998
- Maintenance Act No. 9 of 1998
- Domestic Violence Act No. of 116 of 1998
- Labour Relations Act No. 56 of 1995
- Employment Equity Act No. 38 of 2005
- Children's Act No. 38 of 2005
- Children's Amendment Act No. 41 of 2007
- Social Assistance Act No. 6 of 2008²

The Department is also expected to comply with the Public Finance Management Act (No. 1 of 1999) and National Treasury Regulations insofar as producing and tabling an annual report within the stipulated timeframe and adhering to financial guidelines.

Questions for consideration

1. To what extent did the Department allocate budgets to give effect to legislation such as the Domestic Violence Act and the Children's Act?
2. How has the Department used legislation to fulfil its mandate of mainstreaming the rights of women, children and people with disabilities?

3. PROGRAMME INFORMATION

3.1 Programmes

Apart from Administration, the Department has 3 core programmes. These are the Women Empowerment and Gender Equality (WEGE) programme, Children's Rights and Responsibilities programme, and the Rights of People with Disabilities programme.

3.1.1 Administration programme performance

This programme aims to provide effective leadership, management and administrative support services to the Minister and other branches in the Department. The Administration programme is comprised of the following sub-programmes:

- Strategic planning,
- Research and policy development,
- Inter-sectoral and international coordination,
- Internal audit,
- Legal services,
- Communication,
- Financial management,
- Supply chain management,
- Human resource management,
- Information technology,
- Office accommodation.

² Department of Women, Children and People with Disabilities Annual Report 2011/2012



According to the Financial and Fiscal Commission (2012) this programme achieved 63% of its targets.³ The tables below highlight some of the targets not achieved by the Department and some concerns and questions are raised in this regard.

Table 1: Review on Administration programme performance 2011/2012

Objective	
Objective: To draft laws and regulations for the Department	
Target Not Achieved	Concerns
Draft Women Empowerment and Gender Equality Bill	The Department noted that the delay in the progress of this legislation was due to the absence of the Legal Services Chief Director (sick/incapacity leave) for over 10 weeks. The Department has sought assistance from the Department of Justice.

Objective	
Objective: To provide comprehensive security and safe, compliant accommodation	
Objective: To implement ICT (Information and Communications Technology) Governance	
Objective: To improve budget planning	
Target Not Achieved	Concerns
Development of a Health and Safety policy for the Department	After nearly 3 years it is concerning that the Department's Health and Safety, financial procedure manual and ICT Governance Framework has not been implemented.
Implementation of the ICT Governance Framework	
Development of a Financial Procedure manual	

Objective	
Objective: To conduct, commission and analyse new and existing research towards evidence-based planning and implementation relevant to women, children and people with disabilities	
Target Not Achieved	Concerns
Departmental Research Agenda	The annual report indicates that this was not achieved because it was not approved. It is suggested that Members should enquire why this was not approved.

³ Financial and Fiscal Commission (2012) presentation to the Portfolio Committee for Women, Children and People with Disabilities



Objective	
Objective: To develop, implement and evaluate strategies for stakeholder collaboration and participation	
Target Not Achieved	Concerns
Develop, implement and evaluate an inter-sectoral and international co-ordination framework	<ul style="list-style-type: none"> Its is concerning that this target has not been prioritised and achieved given that the Department has not yet provided any international reports since its establishment.

Objective	
Objective: To provide efficient, executive and administrative support to the Minister, Deputy Minister and Director-General	
Target Not Achieved	Concerns
Develop an electronic monitoring and evaluation system	<ul style="list-style-type: none"> Continuing a "paper based" or a manual approach is not only inefficient it is not cost effective.

According to National Treasury, between 2009/10 and 2011/12, overall expenditure for this programme increased significantly from R1.7 million to R42.8 million. This was primarily attributed to additional funding for capacity to provide financial and administrative support to the programmes and the Ministry.

It should be noted that 53.7 per cent of the overall budget for this programme is allocated to the compensation of employees. Furthermore, an amount of R 26.8 million has been earmarked for Goods and Services (42 per cent) and Travel and Subsistence accounts for 38.8 per cent (R 10.4 million). In the previous financial year 2011/2012, Travel and Subsistence constituted 10.1 per cent of the overall goods and services allocation.

Table 2: Administration budget and expenditure as per Annual Report 2010/2011

Main appropriation R'000	Adjusted appropriation R'000	Actual amount spent R'000	Over/under expenditure R'000
34 183	9 596	67 112	(23 333)

* Source: Department of Women, Children and People with Disabilities Annual Report 2011/2012 Pg.16

The Department indicated that the over-expenditure was due to the insufficient allocation to the compensation of employees and the commitments that the Department had to meet in line with its mandate. This justification is concerning considering that the Department had an approved Annual Performance and Strategic Plan by the time this budget for this financial year was drafted. This magnitude of over-expenditure could have been avoided with sound financial planning and management.



Administration: questions and comments

1. The Department's over-expenditure has more than doubled since last year, with a deficit of over R 23 million. How will the Department avoid over-expenditure of this magnitude in future? Has the Department identified any mechanisms in this regard?
2. Given the R23 million deficit (that constitutes of the 2012/2013 budget), how will the Department compensate for this in the next financial year?
3. The Department noted that a report on the status of national legislation regarding the rights of children was completed and submitted to the Minister. What were the findings of this report and when will it be made available to the Committee?
4. What measures has the Department put in place to ensure that in the absence of accounting officers important targets are not delayed?
5. Why has the Department not been prioritised and implemented its Health and Safety policy, the Financial procedure manual and its ICT Governance Framework has not been implemented?
6. Who is responsible for approval of the Research Agenda and why was it not approved?
7. Of the research that has been conducted, when will the reports be made available to the public and the Committee?

3.2.1 Children's Rights and Responsibilities programme performance

The purpose of the Children's Rights and Responsibilities Programme is "To promote, advocate and monitor the progressive realisation of children's rights through Government's policies and programmes." This programmes aims to achieve this through the following set of objectives namely;

- **Advocacy and Mainstreaming:** Facilitate and coordinate the mainstreaming and advocacy of children's rights considerations into Government's policies.
- **Institutional Support and Capacity Building:** Coordinate and facilitate an integrated approach to the provision of capacity building and institutional support of children's rights.
- **Monitoring and Evaluation:** Monitor, evaluate and report annually on the realisation of children's rights in line with the Constitution, national, continental and international obligations.



The following table identifies the indicators and targets set out to achieve these programme objectives.

Table 3: Review on Children’s Rights and Responsibilities performance 2011/2012

Objective	
Objective 1: To mainstream children’s rights considerations into Government’s policies and governance processes.	
Target Not Achieved	Concerns
Finalise the development of the Children’s Rights Mainstreaming Strategy.	<ul style="list-style-type: none"> • The mainstreaming strategy was not finalised. • The reason was not stated clearly in the annual report.

Questions for consideration

Mainstreaming strategy

It is unclear as to why the mainstreaming strategy has not yet been finalised and what structures still need to be consulted to conclude the process.

In the absence of a mainstreaming strategy, what has guided the Department to effectively mainstream children’s rights within the country – how then has the Department been able to guide its officials in this regard and lead other Government Departments as a custodian of children’s rights?



The following targets even though noted as achievements or partially fulfilled by the Department still require scrutiny as the level of implementation remains unclear.

Objective	
Objective 1: To mainstream children's rights considerations into Government's policies and governance processes.	
Achievements requiring scrutiny	Concerns
National Plan of Action for Children (NPAC) developed	<ul style="list-style-type: none"> • It is unclear as to why the Department has noted the development of the NPAC as an achievement when it was stipulated that only the children's input was consolidated into the main document and that it was still in draft form, to be refined and submitted for broader consultation. This indicates that the process is not complete. • Furthermore, the Department then also noted that a children's participation strategy on the NPAC has yet to be developed during the provincial consultation processes.
Sanitary Dignity Campaigns	<ul style="list-style-type: none"> • The Department noted this campaign as an achievement in relation to a session held with Departments and a communiqué sent for compiling a database. However, it is unclear as to exactly what the other notable achievements were in this regard.
Mother to child campaign; Education campaign, International and National Children's Day	<ul style="list-style-type: none"> • These aforementioned campaigns were also noted as achievements for the Department's role in establishing partnerships, participation and co-ordination. It is unclear as to what the tangible outcomes of these initiatives were, whether these campaigns actually helped achieve the Department's objective of mainstreaming children's rights and how cost effective these were.



Questions for consideration

National Programme of Action for Children

- What is the status of the NPAC?
- What guides the Department and country as the policy imperative for children's rights?
- What is the synergy between the Children's Rights Mainstreaming Strategy and the NPAC?

Sanitary Dignity Campaign

- How many schools and girls were reached during the financial period? Has this made a difference?
- How feasible is this initiative given that the Department is not a service providing agency but instead focuses primarily on advocacy and the promotion of rights, monitoring and evaluation and institutional and capacity building?

Campaigns and events

- What were the tangible outcomes of the campaigns and events listed by the Department during the year under review?

Objective	
Objective 2: To monitor and evaluate the mainstreaming of children's rights considerations into Government policies, governance processes	
Target Not Achieved	Concerns
Development of user-friendly training guidelines for the implementation of the National Plan of Action for Children.	<ul style="list-style-type: none"> • The guidelines have not yet been finalised and it is unclear as to why or when this will be concluded. • It is unclear as to what guides the Department in the absence of a overarching policy pertaining to children's rights.
Child Friendly Cities/Communities Model developed	<ul style="list-style-type: none"> • The draft model has been finalised but still requires further consultation. • This target was reported on in the 2010/11 Annual Report as an initiative that was rolled out to 36 municipalities. Unicef assisted the Department in this regard and the model was piloted in the Tswane Metro. It appears as if though no further progress has been made in this regard.



Questions for consideration

Training guidelines for the implementation of the National Plan of Action for Children.

What guides the Department in the absence of such a policy?

How then is the Department expected to assist other organs of State in terms of implementing children's rights?

Child Friendly Cities/Communities Model developed

The Department reported on the aforementioned in the previous financial year, how then a year later as the Department still not made any significant progress in this regard?

Of importance to note was also the following which the Department stipulates as achievements but requires further scrutiny:

Objective	
Objective 2: To monitor and evaluate the mainstreaming of children's rights considerations into Government policies, governance processes	
Achievements requiring scrutiny	Concerns
Children's Rights Machinery Meetings conducted	<ul style="list-style-type: none"> The Department noted this as a partial achievement for having drafted a Terms of Reference document (developed by Institutional Support and Capacity Building) which still needs to be consulted on. In addition, the Department noted that a children's machinery meeting was only scheduled for May 2012 which falls in the current financial year. This target entails conducting machinery meetings which is a cornerstone of the Department's mandate – engagement with key stakeholders. However a meeting did not take place during the financial year 2010/2011.

Questions for consideration

If no children's machinery was held during 2011/2012 why does the Department report on this as a target that was partially achieved?



Objective

Objective 3: To provide institutional support and capacity building for the mainstreaming of children's rights and wellbeing into Government policy and programmes

The only indicator in this regard related to the co-ordination of the 365 Days National Plan of Action. The Department noted this as an achievement for the contributions made to the concept document for the National Council Against Gender-Based Violence (GBV) as well as the collaboration that took place towards the 16 days of activism concept paper and calendar. Thus besides the input given to a document i.e. the concept paper, it is unclear what the other tangible outcomes were for achieving this target during 2011/12.

3.2.2 Children's Rights and Responsibilities budget and expenditure

The table below represents the budget expenditure of the Children's Rights and Responsibilities programme as presented by the Department for 2011/2012 ending March 2011.

Table 4: Children's Rights and Responsibilities budget and expenditure as per Annual Report 2011/2012

Main appropriation R'000	Adjusted appropriation R'000	Actual amount spent R'000	Over/under expenditure R'000
9 566	613	12 004	(1 825)

The Department explains that over-expenditure for this programme was incurred as a result of local and overseas travel for seconded officials. No further explanation has been provided in this regard.

3.3.3 Children's Rights and Responsibilities: questions and comments for consideration

1. On what basis did the Department select its programmes to give effect to its identified objectives? Has the objectives and targets changed between 2010/2011 and 2011/2012? If so what changed and why?
2. What was the budget allocated to roll-out of the Sanitary Dignity Campaign and how much has been spent during the 2011/12 financial period? How many provinces, schools and girls benefitted from the campaign during the aforementioned period?
3. Can the Department explain what attributed to the over-expenditure for this programme?
4. How has the Department involved children in drafting departmental programmes and budgets aimed at and for children?
5. What is the status of the National Programme of Action for Children, which is intended to provide a national perspective on furthering children's rights in the country?



3.3.1 Rights of People with Disabilities programme performance

The purpose of this programme is to:

Facilitate the translation of national and international instruments into empowerment and socio-economic development programmes, and to oversee and comprehensively report on the realisation of the rights of people with disabilities to equality.

The programme has the following sub-programmes:

- **Advocacy and Mainstreaming:** To mainstream disability considerations into Government's policies and governance processes.
- **Institutional Support and Capacity Building:** To monitor and evaluate the mainstreaming of disability considerations into Government's policies and governance processes.
- **Monitoring and Evaluation:** To coordinate institutional support and capacity development into programmes.

Table 5: Review on Rights of People with Disabilities programme performance 2011/2012

Objective	
Objective 1: To mainstream disability considerations into Government's policies and governance processes.	
Target Not Achieved	Concerns
Finalise the Disability Mainstreaming Strategy and Disability Responsive Budgeting Strategy (Legislation) finalised	<ul style="list-style-type: none"> • Strategy was not finalised. • Consultations have yet to be concluded.

Questions for consideration

Why was the strategy not finalised?

In the absence of a mainstreaming strategy, what guides the Department and Government at large to effectively mainstream disability?

By when will the consultations with provinces be concluded?

The Department noted the following targets as having been partially achieved however further clarity is sort to determine what the impact has actually been and what the tangible outcomes were. These included:

Objective
Objective 1: To mainstream disability considerations into Government's policies and governance



processes.	
Achievements requiring scrutiny	Concerns
Disability Mainstreaming Strategy and guidelines circulated	<ul style="list-style-type: none"> The Strategy and guidelines was stipulated as "still in draft" – in the absence of a finalised mainstreaming strategy how is the Department being guided?
Disability responsive budgeting	<ul style="list-style-type: none"> The Strategy and guidelines was stipulated as "still in draft" – in the absence of a finalised mainstreaming strategy how is the Department being guided?
National Disability Policy and Bill in place	<ul style="list-style-type: none"> The Department noted this as a partial achievement even though the policy remains in draft and there is no clear indication as to what the status of a proposed Bill is.
National Disability Summit	<ul style="list-style-type: none"> A summit was successfully hosted with the attendance of over 300 participants and the recommendations from this were integrated into the National Disability Policy draft. It is unclear as to what the outcome of the resolutions was and how these were effected into a draft policy.
Disability Job Fund	<ul style="list-style-type: none"> The Fund was not implemented but consultations were held to develop an intervention in this regard. There was no indication given as to when the Fund would be launched.

Objective	
Objective 2: To monitor and evaluate the mainstreaming of disability considerations into Government's policies and governance processes.	
Target Not Achieved	Concerns
Audit concluded and report available	<ul style="list-style-type: none"> The audit was not completed. 8 Provinces were still conducting the audit. The key reason cited for non-fulfilment was due to financial year-end constraints as having had delayed the process of completing questionnaires in some



	provinces. <ul style="list-style-type: none"> The Department would be submitting the survey report by the end of May 2012.
UNCRPD country report submitted	<ul style="list-style-type: none"> Country report was not submitted.

Questions for consideration

Treaty obligations
 What is the status of the UNCRPD country report?

The following targets were noted as being partially achieved however more clarity should be sort in this regard:

Objective	
Objective 2: To monitor and evaluate the mainstreaming of disability considerations into Government's policies and governance processes.	
Achievements requiring scrutiny	Concerns
Monitoring tool developed and implemented	<ul style="list-style-type: none"> Cited as a partial achievement as the tool was still in progress.
National Disability Machinery Meetings	<ul style="list-style-type: none"> The Department is meant to host 4 quarterly meetings and to produce and circulate minutes/reports in this regard. While this target was reported on as having been partially achieved, it appears as if though only one meeting was held in the period under review.
Campaigns	<ul style="list-style-type: none"> The Department noted its involvement in several campaigns (e.g. Mental Health Awareness) but it is unclear as to what the outcomes of these initiatives were and its feasibility.



Questions for consideration

Monitoring tool

In the absence of a monitoring tool what guides the Department?

National Disability Machinery Meetings

As with the Children's Rights and Responsibilities programme, how then is the Department engaging with its stakeholders in this instance the disability sector when only one meeting was held during 2011/2012 financial period?

Continental Plan of Action

By when will the Continental Plan of Action for Action for the African Decade for Disabled Persons 2009 – 2010 be concluded and what will its impact be for South Africa?

Campaigns

What are the cost implications were for the Department in terms of campaigns?

Objective	
Objective 3: To coordinate institutional support and capacity development programmes.	
Target Not Achieved	Concerns
Orientation workshops on disability mainstreaming conducted in all 9 provinces and reports compiled.	<ul style="list-style-type: none"> • The workshop was not conducted
Economic Empowerment Policy Framework developed and implemented	<ul style="list-style-type: none"> • Not achieved due to capacity constraints

Questions for consideration

Orientation workshops on disability mainstreaming

Why were the workshops not conducted?

3.3.2 Rights of People with Disabilities budget and expenditure

The table below represents the budget expenditure of the Rights of People with Disabilities programme as presented by the Department for 2011/2012 ending March 2012.



Table 6: Rights of People with Disabilities budget and expenditure as per annual report 2010/2011

Main appropriation R'000	Adjusted appropriation R'000	Actual amount spent R'000	Over/under expenditure R'000
9 565	1 454	9 553	1 466

The Department explains that under-expenditure for this programme was incurred. This was attributed to human resource shortages as well as limited finances in order to achieve the planned activities.

3.4.3 Rights of People with Disabilities: questions and comments for consideration

1. Have any of the objectives and targets changed between 2010/2011 and 2011/2012? If so, what were these and why were they changed?
2. What did the Department do to address the non adherence of 2% EE target during the 2011/2012 financial period by organs of State?
3. Can the Department explain why this programme under-spent by over R1 million?

3.4.1 Women Empowerment and Gender Equality programme performance

The purpose of the Women Empowerment and Gender Equality (WEGE) programme is to facilitate the translation of national and international commitments into empowerment and socio-economic programmes, as well as to oversee and report comprehensively on the national realisation of women's rights and the progressive realisation of equality.⁴

The WEGE programme is comprised of three sub-programmes, namely Advocacy and Mainstreaming, Monitoring and Evaluation and Institutional Support and Capacity Development. However, in the detailed programme performance information, the Department also indicates the National Council on Gender Based Violence as a sub-programme.⁵

The strategic objectives of the WEGE programme are as follows:

- To mainstream women's empowerment and gender equality considerations into Government's policies and governance processes.
- To monitor and evaluate the mainstreaming of women's empowerment and gender equality considerations.
- To coordinate institutional support and capacity development programmes, and

⁴ Department for Women, Children and people with Disabilities, Annual Report 2011/12, pg.48

⁵ Page 57



- To coordinate and facilitate the process of establishing the National Council Against Gender-based Violence.

The WEGE programme has a total of 27 identified targets to achieve its strategic objectives. Of these, 10 have been fully achieved, 9 partially achieved and 8 targets were not achieved. The following table identifies the indicators and targets that were not achieved. The table can therefore be used to engage with the Department in relation to programmatic performance.

Table 7: Review on WEGE performance 2011/2012

Objective	
Objective: To mainstream women's empowerment and gender equality considerations into Government's policies and governance processes	
Target Not Achieved	Concerns/questions
Decade for African Women 2010-2011 – delivery and funding agreements with AU in place	<ul style="list-style-type: none"> • The Department needs to clarify its role and timeframes in this regard.
Put a Monitoring & Evaluation system in place	<ul style="list-style-type: none"> • The Department needs to provide clarity as to what this system refers to given that there is an M&E sub-programme

Objective	
Objective: To monitor and evaluate the mainstreaming of women's empowerment and gender equality considerations	
Target Not Achieved	Concerns/questions
Put in place a monitoring tool for the implementation of the gender responsive budgeting strategy.	<ul style="list-style-type: none"> • The Department indicates that it has not implemented the strategy and developed a tool as it has not received feedback from other departments in this regard.
Develop a Gender Barometer for Job Creation Fund	<ul style="list-style-type: none"> • Unemployment is high among women in South Africa, particularly those in rural areas. The Department must expedite this process.



Objective	
Objective: To coordinate institutional support and capacity development programmes	
Target Not Achieved	Concerns/questions
Report on capacity building and training programmes on gender mainstreaming and gender-responsive budgeting	<ul style="list-style-type: none"> The Department indicates that part of the reason it has not met these targets is because these activities fall within the mandates of other departments and institutions such as the Public Administration Leadership and Management Academy (PALAMA) and the Department of Higher Education and Training.
Adult Basic Education Training programmes in all 9 provinces facilitated	
Skills development for women in construction, cooperatives, waste management and farming in Further Education and Training colleges facilitated	

3.4.2 Women Empowerment and Gender Equality budget and expenditure

The purpose of this programme is to facilitate national and international instruments into empowerment and socioeconomic development programmes as well as overseeing and reporting comprehensively on the national realisation of women's rights and the progressive realisation of equality⁶. The overall budget for WEGE 2012/2013 is R 79.5 million. It should be noted that the transfer payment for the Commission for Gender Equality amounts to R58.5 million, constituting 73.6 per cent of this programme budget.

Table 3 below represents the budget expenditure of the WEGE programme as presented by the Department for 2011/2012 ending March 2012.

Table 8: WEGE budget and expenditure as per Annual Report 2010/2011

Main appropriation	Adjusted appropriation	Actual amount spent	Over/under expenditure
R'000	R'000	R'000	R'000
9 479	13 541	22 045	975

Based on this table, the Department has a balance of R975 000 for the WEGE programme for the 2011/12 period.

WEGE: questions and concerns

⁶ National Treasury (2012) and Department on Women, Children and People with Disabilities (2012)



1. Given that the Department is the lead department for the implementation of gender mainstreaming, it is concerning that it has not finalised the Gender Mainstreaming Strategy. This needs to be expedited.
2. How does the Department ensure that WEGE targets set are not duplicating work already being done by the Commission on Gender Equality and other Government departments? Has the Department compared its targets and plans with that of the CGE and other departments to ensure that outputs are not duplicated?
3. The Department has indicated very broad targets in relation to achieving gender equality and women's empowerment. Has it identified a strategy to realign and achieve these targets?
4. In relation to the target for the Decade for African Women, what is the progress with regard to the concluding of a work plan with the UNDP?
5. What does this M&E system that it is positioned under the Advocacy and Mainstreaming sub-programme relate to given that there is a monitoring and evaluation sub-programme?
6. What is the Department to ensure that it obtains the required information from other Government departments to finalise the development of a monitoring tool for the implementation of the gender-responsive budgeting strategy?
7. Given that unemployment amongst women in South Africa is a concern, what is the Department doing to expedite the achievement of a Gender Barometer for the Job Creation fund?
8. Has the Department implemented the resolutions from the National Women's Conference held in 2011? What is the progress in this regard?
9. It is concerning that the Department has identified a number of targets that are the mandate of other departments. This highlights that the Department must guard against duplication of activities being undertaken by other departments.
10. What measures will the Department implement to ensure that it is able to operate within the available programme budget allocation?

4. Auditor General's Report

The following are key recommendations made by the Auditor General in relation to the Department's 2011/2012 Annual Report.

Supply Chain Management (SCM)

- The Department needs to ensure that the SCM unit is sufficiently resourced. Controls should be implemented to ensure compliance with SCM regulations. Appropriate action should be taken against the appropriate officials.
- Management should ensure that the Supply Chain Management Unit implements the institution's supply chain management policy and also complies with all the SCM legislation.
- Disciplinary action should be taken against Supply Chain Management unit officials or other officials for any non-compliance with SCM policy and SCM legislation.



Predetermined Objectives

- The Department should ensure that it follows up on its action plans to ensure that appropriate action is taken timely to address issues noted.
- Workshops should be conducted with the National Treasury to ensure clear guidance on expectations when the strategic plan is being drafted.

Human Resources

- The accounting officer should establish a mechanism to ensure compliance with laws and regulations.
- The Accounting Officer should initiate the processes in terms of the Treasury Regulations with regards to irregular expenditure.
- Management must implement controls to ensure that the appropriate level of management review and approve overtime as required in terms of the Public Service Regulation 1/V/D.2 (d) which would be at responsibility manager level. Controls should be implemented to ensure that the monthly compensation for overtime constitute less than 30% of the employee's monthly salary.
- A checklist should be prepared to ensure all the requirements are adhered to. The plan should be adequately reviewed by the HR executive.

Information Technology Controls

- The Chief Financial Officer (CFO) who is the data owner should ensure that the PERSAL and BAS user account management procedures are approved and implemented.
- The review of the BAS and PERSAL system controller activities (with regard to user account management) should be regularly performed.
- In addition, the system controllers should ensure that evidence of monitoring of user profiles is retained for audit purposes.

Material Errors/Omissions in AFS submitted for Audit

- These AFS should be reviewed by the governance structures i.e management, internal audit and audit committee.
- The AFS prepared should be adequately supported by substantiating evidence to corroborate validity, accuracy and completeness thereof.

Some of the recommendations made by the AG have been previously highlighted. It is suggested that the Committee enquires why this is the case.



5. Sources

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